

IN THE UNITED STATES PATENT AND TRADEMARK OFFICE

In re application of: Scarborough et al.

Application No. 09/921,993

Filed: August 2, 2001

Confirmation No. 6882

For: DEVELOPMENT OF ELECTRONIC  
EMPLOYEE SELECTION SYSTEMS AND  
METHODS

Examiner: George B. Davis

Art Unit: 2121

Attorney Reference No. 5437-60780-01

CERTIFICATE OF MAILING

I hereby certify that this paper and the documents referred to as being attached or enclosed herewith are being deposited with the United States Postal Service as First Class Mail in an envelope addressed to: COMMISSIONER FOR PATENTS, P.O. BOX 1450, ALEXANDRIA, VA 22313-1450 on the date shown below.

Attorney  
for Applicant(s)

*G. L. Maurer*

Date Mailed August 11, 2004

COMMISSIONER FOR PATENTS  
P.O. BOX 1450  
ALEXANDRIA, VA 22313-1450

INFORMATION DISCLOSURE STATEMENT PURSUANT TO  
37 C.F.R. § 1.97(c)

Listed on the accompanying form PTO-1449 and enclosed herewith are several English-language documents. Applicants respectfully request that these documents be listed as references cited on the issued patent. This Information Disclosure Statement ("IDS") is being mailed before Applicants received a final action, a notice of allowance, or an action that otherwise closes prosecution in the referenced application.

If the present application was filed after June 30, 2003, copies of United States patents and United States published patent applications do not have to be provided to the Patent Office. This requirement of 37 C.F.R. § 1.98(a)(2)(i) has been waived by the United States Patent and Trademark Office pursuant to the Official Gazette Notice on August 5, 2003 (1276 OG 55). Applicants will provide copies of such patents upon request.

Submitted herewith is a check for \$180.00 as required by 37 C.F.R. § 1.17(p) for filing this IDS in compliance with 1.97(c).

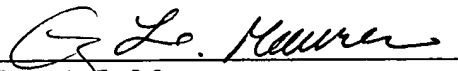
Please charge any additional fees which may be required in connection with filing this IDS, or credit any overpayment, to Deposit Account No. 02-4550. A duplicate copy of this sheet is enclosed.

The filing of this IDS shall not be construed to be an admission that the information cited in the statement is, or is considered to be, prior art or otherwise material to patentability as defined in 37 C.F.R. §1.56.

Respectfully submitted,

KLARQUIST SPARKMAN, LLP

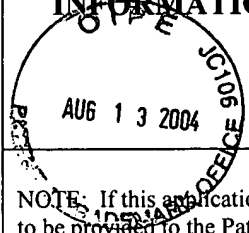
By

  
Gregory L. Maurer  
Registration No. 43,781

One World Trade Center, Suite 1600  
121 S.W. Salmon Street  
Portland, Oregon 97204  
Telephone: (503) 226-7391  
Facsimile: (503) 228-9446

cc: Docketing

**INFORMATION DISCLOSURE STATEMENT  
BY APPLICANT**



Attorney Docket Number	5437-60780-01
Application Number	09/921,993
Filing Date	August 2, 2001
First Named Inventor	Scarborough
Art Unit	2121
Examiner Name	George B. Davis

**U.S. PATENT DOCUMENTS**

NOTE: If this application was filed after June 30, 2003, copies of United States patents and United States published patent applications do not have to be provided to the Patent Office. This requirement of 37 C.F.R. § 1.98(a)(2)(i) has been waived by the United States Patent and Trademark Office pursuant to the Official Gazette Notice on August 5, 2003 (1276 OG 55).

Examiner's Initials*	Cite No. (optional)	Number	Issue/Publication Date	Name of Applicant or Patentee
		US 2002/0055866 A1	May 9, 2002	Dewar
		US 2003/0195786 A1	October 16, 2003	Dewar
		US 2003/0200136 A1	October 23, 2003	Dewar

**U.S. PATENT APPLICATION DOCUMENTS**

Examiner's Initials*	Cite No. (optional)	Application Number	Filing Date	Name of Applicant
		60/211,044	June 12, 2000	Dewar

**OTHER DOCUMENTS**

		"An Applied Look at Reducing Adverse Impact by Differentially Weighting Selection Measures," SIOP 2000, 15 <sup>th</sup> Annual Conference, Hyatt Regency, New Orleans, USA, 3 pages, April 14, 2000.
		"New Approaches to Combining Multiple Assessments for Predicting Criterion Outcomes," SIOP 2000, 15 <sup>th</sup> Annual Conference, Hyatt Regency, New Orleans, USA, 2 pages, April 14, 2000.
		"Predicting Sales Success: An Examination of Alternative Predictors," SIOP 2000, 15 <sup>th</sup> Annual Conference, Hyatt Regency, New Orleans, USA, 2 pages, April 14, 2000.
		"Automated Technologies for Biodata Prediction Systems," SIOP 2000, 15 <sup>th</sup> Annual Conference, Hyatt Regency, New Orleans, USA, 2 pages, April 15, 2000.
		"Applying Neural Networking Techniques to Prediction Problems in I-O Psychology," SIOP 2000, 15 <sup>th</sup> Annual Conference, Hyatt Regency, New Orleans, USA, 2 pages, April 15, 2000.
		"Self-Organizing Maps and Commitment Profiles," SIOP 2000, 15 <sup>th</sup> Annual Conference, Hyatt Regency, New Orleans, USA, 2 pages, April 15, 2000.
		"Industry of Choice," Food Service Research Forum, 41 pages, January 1997.

EXAMINER  
SIGNATURE:

DATE  
CONSIDERED:

\* Examiner: Initial if reference considered, whether or not in conformance with MPEP 609. Draw line through cite if not in conformance and not considered. Include copy of this form with next communication to applicant.